



THE LIFESCIENCES

MAGAZINE



Global Events in
HealthCare 2024



Emerging Trends in
Global Medical Scheduling
Software Market: Regional
Insights and Growth Drivers

**KELLY
TAYLOR**

Director
Connect Staffing Group

The
Most **Inspiring**
Healthcare Leaders
To Watch In 2024

A Pioneer Driven by
**COLLABORATION
& INNOVATION**
in Healthcare Staffing

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FROM EDITOR'S DESK



Welcome to the latest issue of The Lifesciences Magazine, where we honor **“The Most Inspiring Healthcare Leaders To Watch In 2024.”** As we embark on this journey into the future of healthcare, we are privileged to spotlight individuals whose visionary leadership and unwavering dedication are reshaping the industry landscape.

In this issue, we are thrilled to celebrate **Kelly Taylor**, Director at Connect Staffing Group, as one of the most inspiring leaders in healthcare today. Amidst the challenges posed by the global pandemic and the ongoing complexities of the healthcare sector, Kelly Taylor stands out for her profound impact and innovative approach to workforce solutions.

Kelly’s leadership at Connect Staffing Group exemplifies a deep commitment to understanding and addressing the evolving needs of healthcare providers and staffing personnel. Through her strategic insights and industry expertise, Kelly has fostered a culture of collaboration and innovation within her organization. This approach not only meets the staffing demands of healthcare facilities but also ensures they have the qualified personnel to deliver exceptional care, even in the face of critical workforce shortages.

At The Lifesciences Magazine, we recognize Kelly’s pivotal role in driving forward the healthcare staffing sector. Her focus on achieving tangible results and sustainable growth serves as a beacon of inspiration in an industry where resilience and adaptability are paramount. By nurturing a workforce that is skilled, diverse, and dedicated, Kelly is contributing significantly to the quality and accessibility of healthcare services across the board.

We invite our readers to delve into Kelly’s remarkable journey, learn from her insights, and draw inspiration from her achievements. Let us celebrate her leadership and unwavering commitment to advancing healthcare through innovation and excellence.

Thank you for joining us in honoring Kelly and other trailblazers who are defining the future of healthcare. Together, let’s continue to champion transformative solutions that enhance patient care and drive positive change worldwide. Here’s to a year filled with groundbreaking advancements and remarkable achievements in healthcare.

Shalmali W.

REDEFINING THE SCIENCE OF LIFE

The Lifesciences Magazine is global healthcare solutions platform that paves the way for various healthcare innovations, advices of professionals.



LEADERS IN SPOTLIGHT



On the cover of this issue, we have featured Kelly Taylor (Director) who has emerged as a promising figure in the healthcare sector. Kelly leverages her deep industry knowledge to understand the specific needs of both healthcare providers and staffing personnel. At Connect Staffing Group, she fosters collaboration and innovation, which is crucial for tackling staffing challenges and adapting to a changing healthcare landscape. Kelly's focus on results and growth ensures that her company plays a vital role in ensuring healthcare facilities have the qualified staff to deliver exceptional care.

In 2013, Kelly started her career in a high-level role that combined recruitment and client relationship management after many years in the healthcare sector. As a nurse herself, she quickly realized she could leverage her clinical knowledge and sector insights to build strong relationships with healthcare service managers and workers. This understanding helped her grasp the inherent requirements within the healthcare workforce. As her role evolved, Kelly found her strengths in business development, seeking new opportunities, and moving into contract management.

She developed a keen interest in quality, clinical governance, and regulatory compliance, which complemented her contract management responsibilities and provided a comprehensive view of corporate activity management.



10. COVER STORY

Kelly Taylor

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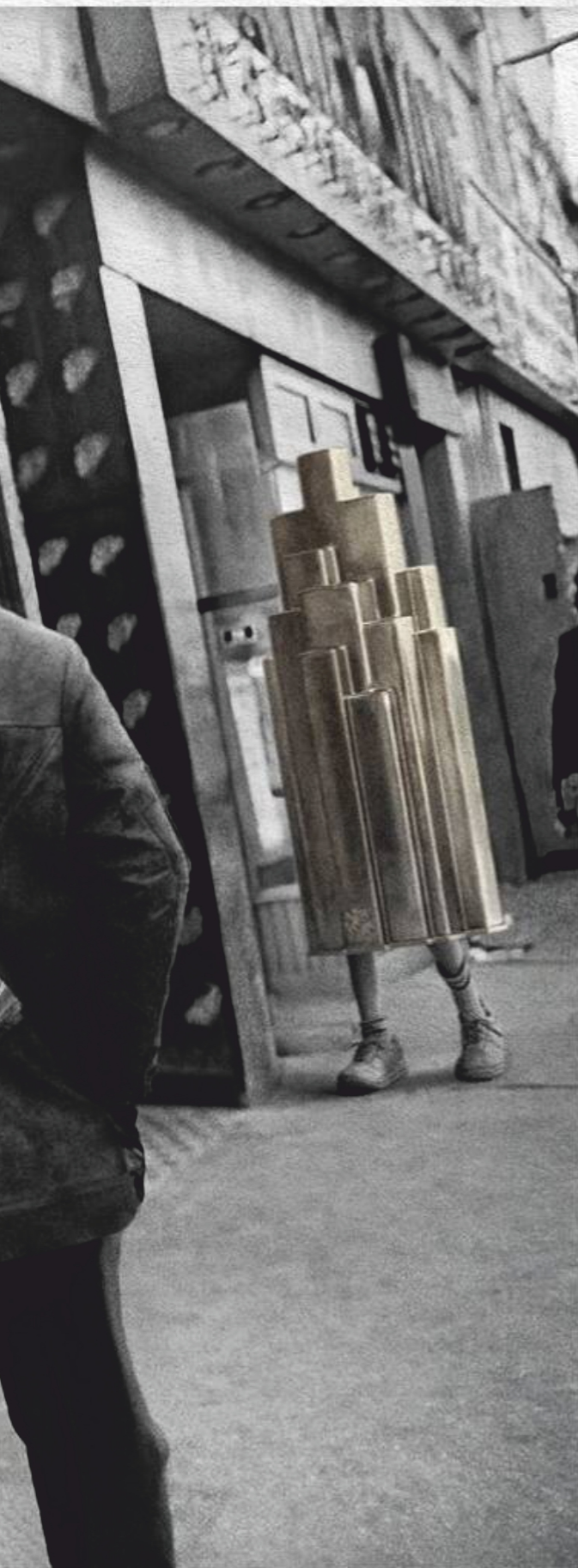
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We were into
health
when New York
wasn't.



HEALTHAWARDS

AWARDING
HEALTH SINCE 1957

Cover Story

KELLY TAYLOR

A Pioneer Driven by
**COLLABORATION &
INNOVATION**
in Healthcare Staffing



Connect
Director



On the one hand, the global pandemic served as a stark reminder of healthcare's power. However, modern healthcare currently faces a complex landscape with critical workforce shortages and a growing demand for quality care. Given the situation, leaders like **Kelly Taylor (Director)** have emerged as a promising figure in the healthcare sector. Kelly leverages her deep industry knowledge to understand the specific needs of both healthcare providers and staffing personnel. At Connect Staffing Group, she fosters collaboration and innovation, which is crucial for tackling staffing challenges and adapting to a changing healthcare landscape. Kelly's focus on results and growth ensures that her company plays a vital role in ensuring healthcare facilities have the qualified staff to deliver exceptional care.

A Journey Marked by Humble Beginnings

In 2013, Kelly embarked on her career combining recruitment and client relationship management. As a nurse herself, she quickly realized she could leverage her clinical knowledge and sector insights to build strong relationships with healthcare service managers and workers. This understanding helped her grasp the inherent requirements within the healthcare workforce. As her role evolved, Kelly found her strengths in business development, seeking new opportunities, and moving into contract management. Her strong interest in quality, clinical governance, and regulatory compliance complemented her contract management responsibilities and provided a holistic view of corporate activity management.

Kelly advanced to a general manager role, overseeing sales, quality, clinical governance, HR, and compliance, before moving into the position of CEO of a national nursing agency. Her experience as a nurse uniquely positioned her to understand the challenges faced by healthcare organizations, facilitating her career success in the healthcare recruitment space.

Turning Challenges into Milestones

Kelly believes that her background as a nurse played a significant role in her work. *"Being a practicing clinician helps me understand the challenges and needs of healthcare organizations,"* she remarked. Her hands-on experience allowed her to build strong relationships with various organisations, knowing her

efforts made a difference. Kelly found great satisfaction in knowing that her company's work led to better outcomes for patients and residents across health services. *"Seeing the positive impact on the workforce and patient care kept me motivated,"* she shared. She also valued being part of the larger picture and understanding how her contributions fit into the broader healthcare context. This perspective helped her, and the company remained focused on improving health services through strong partnerships and effective solutions.

Kelly's achievements throughout her career include negotiating and managing large contracts. Her expertise in developing systems and processes ensured effective contract management. The development of systems and processes to ensure effective management of these contracts has been a significant achievement, particularly in a sector where the compliance requirements are increasingly complex. Managing these contracts showcased Kelly's in-depth understanding of the sector and its governance requirements. Additionally, Kelly has formed strong relationships with key stakeholders in large organizations across Australia. These relationships have been instrumental in the company and career's growth and success. *"Building these connections has been crucial,"* she explains. *"Forming strong partnerships with key stakeholders has allowed us to collaborate effectively and ensure the highest standards in our services."* Her ability to navigate these extensive and intricate contracts and her talent for fostering robust professional relationships have significantly contributed to the company's success and professional growth. Kelly continues to leverage these skills to drive the company forward, ensuring clients and personnel are well-supported and satisfied.

Kelly believes that agility in decision-making is vital for success. *"Being adaptable and responsive is critical,"* she said. The pandemic reinforced this belief, highlighting the importance of having systems that can handle growth and optimize processes for efficiency. The company focuses on collaboration and partnerships wherever possible. Kelly emphasized the need to regularly assess market trends and customer needs, identifying gaps and emerging opportunities to meet market demands. She also values being part of industry alliances, like the RCSA and ANRA to stay updated with the latest information. *"Being in circles with like-minded and invested people is very important,"* Kelly remarked. These networks provide valuable insights and align the company with industry expectations and advancements, ensuring it remains competitive and innovative.

Leading with Optimism and Vision

Kelly's journey with Connect Staffing Group is relatively new. *"To lead Connect Staffing Groups east operations is exciting"* Kelly says. *"To partner with Paul Morrison and to combine our*



years of industry knowledge and expertise is exciting. We bring different lenses but have a focus on one vision". The Connect Staffing service portfolio continues to expand with the recent appointment as an approved agency provider for Tasmania Health, a valued addition to the public health service offering, alongside WA Health, and several aged care contracts now live on the east coast.

As with many company expansions, Kelly faces the delicate balancing act of ensuring quality service delivery while managing client demand. As the company competes with established players on the eastern seaboard, Kelly navigates the complexities of healthcare staffing, especially in the aftermath of a pandemic. The varied legislation and regulations across states add another layer of challenge, particularly when mobilizing personnel across different regions.

Despite these hurdles, Kelly credits her capable team for meeting challenges head-on. Their shared vision propels them toward success.



Forming strong partnerships with key stakeholders has allowed us to collaborate effectively and ensure the highest standards in our services."



Jit Yau
Services Manager

Cover Story



Paul Morrison
Director

Exceptional Healthcare Staffing made Accessible

Connect Staffing Group provides high-quality agency labour and hires nurses and carers to public and private hospitals, residential aged care services, and medical clinics. The company is dedicated to ensuring its clients receive exceptional healthcare staffing solutions tailored to their needs. One of the unique aspects of Connect Staffing Group East is its comprehensive service offering, which includes a hospitality division. This allows the company to provide a total staffing solution to its clients, covering both clinical and catering services. The company can deploy chefs, kitchen staff, nurses, and personal carers, offering a total service solution for healthcare settings. Additionally, Connect Staffing Group is involved in fly-in fly-out (FIFO) work, sending remote area nurses to regional and remote areas. The company also specialises in short-term contract placements, ensuring that healthcare facilities can access skilled professionals when needed. By offering these diverse services, Connect Staffing Group distinguishes itself in the nursing agency space, providing comprehensive staffing solutions that meet the varied needs of its clients.

Leveraging Technology for Larger Benefits

Connect Staffing Group embraces technology to enhance services for both personnel and clients. The company provides user-friendly apps and client portals accessible via mobile devices via Entire HR software, facilitating seamless communication and interaction. In today's fast-paced world, people appreciate quick and efficient solutions. Through the company's technology, personnel can easily indicate availability, pick up shifts, and manage schedules at their fingertips. Clients can also book services effortlessly through these digital platforms, streamlining the entire process.

Connect Staffing Group utilises EntireHR's advanced applicant tracking system to manage compliance and regulatory requirements for all personnel. This meticulous approach ensures that necessary documentation and standards are maintained, providing peace of mind for both clients and staff. By integrating these technological solutions, Connect Staffing Group enhances efficiency and convenience, making it easier for everyone involved to manage their responsibilities effectively.

Shifts in the Healthcare Landscape

Kelly acknowledges that despite many strengths, one of Australia's greatest challenges is a workforce that lacks sufficient numbers to meet the required level of services across the country. *"We simply don't have enough*

healthcare workers to provide the necessary services," she explains. Kelly recognises the need for initiatives to address this shortage. While the government's aged care labour agreements are a step in the right direction, more incentives are necessary to encourage individuals to pursue nursing careers.

As an industry leader, Kelly emphasises thinking outside the box. To prepare for future health crises, she advocates for ramping up resources on demand. This includes having a flexible workforce willing to travel interstate and engage in fly-in-fly-out (FIFO) work. Retention is equally critical, and companies must assess their Employee Value Proposition to attract and maintain resources. Innovation and research and development (R&D) play a significant role in streamlining recruitment processes and expediting onboarding. Kelly believes that technology and innovative solutions can enhance responsiveness.

Connect Staffing Group actively shapes the future of healthcare by addressing critical workforce shortages across Australia. The company commits to the Australian government's Aged Care Industry Labour Agreement, which aims to utilise international healthcare workers to meet growing demand. Kelly predicts a shift from daily ad-hoc services to longer-term contract placements within the labour hire space. This aligns with the evolving gig economy, where personnel prioritise flexibility and reliability over traditional full-time employment.

Kelly notes, *"Personnel want flexibility and demand a higher quality of life with a solid work-life balance and a priority on mental health. They want to work for a company that shares similar values regarding ethics, social causes and diversity, equity and inclusion. They are happy to be part of a casual workforce rather than being locked into full-time employment."* Connect Staffing Group aims to provide enough work with variety and security of income to meet these needs and has demonstrated its alignment with its workforce's values, recently awarded the RCSA "Excellence in Safety & Wellbeing Culture" award. By adapting to workforce expectations, these industry changes and leveraging both local and international talent, Connect Staffing Group is well-positioned to meet the demands of the future healthcare landscape.

Connect Staffing Group's east coast operation has commenced in Tasmania and Victoria, with further expansion planned for NSW and Qld in the coming months. By mid-2025, they anticipate providing services on a national scale. This strategic growth aims to meet the



**Seeing the
positive
impact on the
workforce
and patient
care kept me
motivated”**



**Connect was awarded
the Excellence in
Safety and Wellbeing
Culture category in
the RCSA Industry
Awards 2024.**



Eva Jakobson
HR Business Partner



Vijay Chhabra
Client Services Manager

increasing demand for staffing solutions across these regions, ensuring a resilient and adaptable healthcare workforce for the future.

Leadership Keynote by Kelly

Connect Staffing Group, embodies essential principles for success in the healthcare staffing industry. Kelly emphasises the importance of comprehending the market and identifying gaps. Knowing what customers truly need is crucial. By aligning services with these needs, companies can thrive.

Kelly's philosophy centres on offering services that defy industry norms. Integrating hospitality into a healthcare setting, whether daily or contract, metro or regional is a prime example.

Balancing workforce desires with client needs is key. Understanding sector preferences ensures total stakeholder satisfaction. Kelly recognises that success hinges on having the right team and that the team's combined skill set is fundamental to achieving and sustaining success.

By continuously enhancing offerings and maintaining uniqueness, Kelly ensures that the company remains valuable in the eyes of its customers.



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The Rise of Remote Staffing Agencies:

Revolutionizing the Future of Work

The demand for flexibility and agility has never been greater. Remote staffing agencies have emerged as vital players in this transformation, offering businesses access to a global talent pool while providing workers the opportunity to engage in flexible, location-independent employment. This comprehensive guide explores the rise of remote staffing agencies, their benefits, and how businesses can leverage these services to enhance productivity and growth.

What Are Remote Staffing Agencies?

Remote staffing agencies specialize in connecting businesses with remote workers. These agencies provide a range of services, from sourcing and vetting candidates to managing payroll and compliance. By bridging the gap between employers and remote talent, they facilitate a seamless integration of remote work into organizational operations.

The Growth of Remote Work

The concept of remote work has been steadily gaining traction over the past decade, driven by advancements in technology and changing attitudes towards work-life balance. The COVID-19 pandemic accelerated this trend, demonstrating that many jobs can be performed effectively from anywhere. As a result, businesses and employees alike have recognized the value of remote work, leading to a surge in demand for remote staffing solutions.



How Remote Staffing Agencies Work

- **Needs Assessment:** The process begins with a thorough assessment of the business's staffing needs. This includes understanding the required skills, experience, and the scope of the project or role.
- **Sourcing Candidates:** Staffing agencies leverage their networks and databases to source suitable candidates. They may also use job boards, social media, and other platforms to attract potential hires.
- **Screening and Vetting:** Candidates undergo a rigorous screening process, including interviews, skills assessments, and background checks. This ensures that only the most qualified and reliable individuals are presented to the client.
- **Onboarding and Integration:** Once a candidate is selected, the remote staffing agency facilitates the onboarding process, ensuring a smooth transition into the company. They may also provide training and support to help remote workers integrate seamlessly.
- **Management and Support:** Many remote staffing agencies offer ongoing management and support services. This can include performance monitoring, payroll administration, and handling any issues that may arise during the employment period.

Benefits of Using Remote Staffing Agencies

Access to a Global Talent Pool:

Staffing agencies allow businesses to tap into a vast and diverse pool of talent from around the world. This access enables organizations to find the best candidates, regardless of geographic location.

Cost Savings:

Hiring remote workers can significantly reduce overhead costs associated with office space, utilities, and on-site amenities. Additionally, they streamline the hiring process, saving time and resources.

Flexibility and Scalability:

Staffing agencies offer businesses the flexibility to scale their workforce up or down based on project demands. This agility is particularly beneficial for startups and companies with fluctuating workloads.

Enhanced Productivity:

Remote work has been shown to boost productivity by allowing employees to work in environments where they feel most comfortable and focused. Staffing agencies ensure that businesses can maintain productivity while managing remote teams effectively.

Expertise and Specialization:

Staffing agencies allow businesses to tap into many staffing agencies specialize in particular industries or roles, providing businesses with access to highly skilled and experienced professionals. This expertise ensures that companies find the right fit for their specific needs. A vast and diverse pool of talent from around the world. This access enables organizations to find the best candidates, regardless of geographic location.

Choosing the Right Remote Staffing Agency

- **Reputation and Experience:** Look for agencies with a proven track record and positive client testimonials. Experience in your specific industry or role can also be a significant advantage.
- **Range of Services:** Ensure that the agency offers a comprehensive range of services, from candidate sourcing to ongoing management. This holistic approach can save time and reduce administrative burdens.
- **Cost and Contracts:** Understand the agency's fee structure and contract terms. Transparent pricing and flexible contract options can help avoid unexpected costs and provide greater flexibility.
- **Communication and Support:** Effective communication is crucial when managing remote teams. Choose an agency that offers robust support and maintains regular contact to address any concerns promptly.
- **Technology and Tools:** Evaluate the technology and tools used by the agency to manage remote workers. Advanced software for project management, time tracking, and communication can enhance the efficiency and productivity of remote teams.

The Future of Remote Agencies

The future of work is undeniably remote, and staffing agencies will continue to play a pivotal role in this evolution. As businesses increasingly embrace remote work models, the demand for specialized staffing solutions will grow. Remote staffing agencies will need to adapt to changing technologies, industry trends, and workforce expectations to remain competitive and effective.

- 1. Increased Specialization:** Agencies will likely become more specialized, focusing on niche industries or skill sets to provide highly tailored services.
- 2. Advanced Technology Integration:** The use of AI, machine learning, and other advanced technologies will enhance the candidate sourcing, vetting, and management processes.
- 3. Emphasis on Employee Well-being:** Agencies will prioritize the well-being of remote workers, offering support services such as mental health resources, professional development, and virtual team-building activities.
- 4. Global Compliance and Regulation:** As remote work spans across borders, agencies will need to navigate complex legal and compliance issues to ensure fair and legal employment practices.

The global pandemic has changed the way we work and live. Many businesses have shifted to remote work as a way to cope with health and safety challenges, as well as to reduce costs and increase flexibility. Remote work is becoming synonymous with the new way people work together. Remote staffing is the best way for you to make hiring an amazing, and highly-profitable experience. Remote working comes with its own sets of challenges. The above benefits make us understand that remote staffing agencies can help businesses fill in open positions efficiently, without having to worry about the logistics and overheads of hiring and managing remote employees.



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Emerging Trends in **Global Medical Scheduling Software Market: Regional Insights and Growth Drivers**

The medical scheduling software market is rapidly evolving with innovations aimed at enhancing patient management and workflow efficiency in healthcare. One significant trend is the shift towards a patient-centric approach, prioritizing features such as online appointment booking, automated reminders, and improved communication between patients and healthcare providers. For instance, Athenahealth's patient engagement platform allows patients to conveniently schedule appointments, receive reminders, and communicate with their providers through a mobile app.

Artificial Intelligence (AI) and Machine Learning (ML) are increasingly integrated into these systems to optimize scheduling, predict patient no-shows, and offer personalized recommendations based on data analytics. Cerner's Scheduling solution utilizes AI to analyze historical data and provide intelligent scheduling recommendations to reduce patient wait times and improve resource utilization.

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Global Medical Scheduling Software Market: Growth Drivers

Enhanced Operational Efficiency:

Medical scheduling software streamlines appointment booking, reducing wait times and optimizing resource allocation to meet rising patient expectations for seamless healthcare services.

Telehealth Integration:

Post-pandemic, the rise in telehealth adoption has driven demand for scheduling software that seamlessly integrates with virtual consultation platforms. This integration enhances patient access, scheduling flexibility, and supports remote patient monitoring.

AI and Automation Advancements:

AI-driven scheduling algorithms optimize appointments based on patient data, provider availability, and historical patterns. Automation reduces administrative workload, minimizes errors, and enhances overall operational efficiency in healthcare settings.

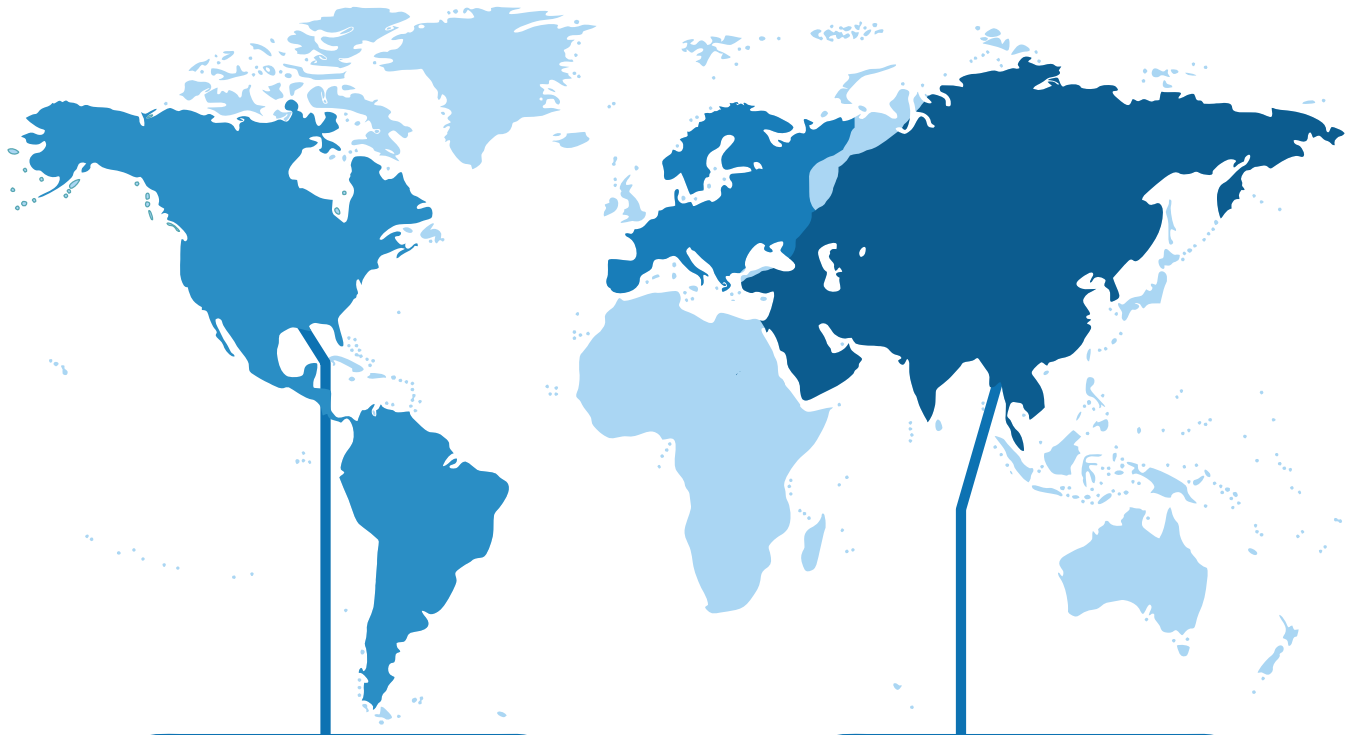
Global Medical Scheduling Software Market: Covid-19 Impact

The COVID-19 pandemic has notably influenced the medical scheduling software market, driving up demand for telemedicine and remote patient management tools. Healthcare providers now prioritize solutions that boost efficiency, ensure patient safety, and meet evolving regulatory standards. This shift underscores a move towards digital scheduling platforms that enhance communication, offer scheduling flexibility, optimize resource use, and enhance patient outcomes in healthcare settings adapting to new norms.

Key Market Players

- Kareo
- Oracle
- NXGN Management, LLC.
- American Medical Software
- Q-nomy Inc.
- Biosoftworld Medical Software
- Caspio; SuperSaaS
- PatientStudio
- AdvancedMD, Inc.
- TIMIFY
- Sign In Solutions Inc
- Kyrus

► Global Medical Scheduling Software Market: Regional Insights



NORTH AMERICA

The North American medical scheduling software market is rapidly growing due to increased healthcare digitization. This software streamlines appointment booking, resource allocation, and patient management, enhancing operational efficiency and satisfaction. Key drivers include the adoption of electronic health records (EHR) systems like Epic's MyChart and government initiatives such as the HITECH Act. Providers prioritize patient convenience and efficiency, driving demand for advanced scheduling solutions with AI-driven features for predictive scheduling.

Asia Pacific:

The Asia Pacific medical scheduling software market is expanding with rising healthcare digitization and demand for efficient patient management systems. Advanced technologies aim to streamline scheduling, enhance patient care quality, and improve operational efficiency. Factors such as increased healthcare spending, government initiatives for digital health, and rising chronic diseases accelerate market growth. Key players focus on intuitive software integrating with EHRs, offering features like appointment booking and resource optimization. The region's expanding healthcare infrastructure and shift towards patient-centric care present opportunities for innovation in healthcare delivery systems.



Which is the leading segment in the Global Medical Scheduling Software Market?

Based on product type, Patient Scheduling is typically the dominant segment in the global medical scheduling software market.

What are the key factors driving the Global Medical Scheduling Software Market?

Growing Demand for Efficient Healthcare Management, Technological Advancements, Rising Adoption of Telemedicine are some of the key factors driving the growth in the market.

Which region will contribute notably towards the Global Medical Scheduling Software Market?

Some key players operating in the Eyewear Accessories in Healthcare Market include Luxottica Group S.p.A. (Italy), Safilo Group S.p.A. (Italy), Kering S.A. (France), EssilorLuxottica S.A. (France), Marchon Eyewear, Inc. (U.S.).





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Hospitality Staffing Solutions: The Key to Success in the Hospitality Industry

In today's competitive hospitality industry i.e. luxury hotels and fine dining restaurants, or bustling resorts and event management companies. The most important key to success is the quality of staff as it can make or break the guest experience. The right and holistic staffing strategy is essential. It not only ensures operational efficiency but also helps to provide exceptional services to the guests. Powerful hospitality staffing solutions also elevate guest satisfaction and loyalty.

In this article, we will get an insight into hospitality staffing solutions and its importance.



Why Are Hospitality Staffing Solutions Important?

Quality of Service:

Well-trained and motivated staff are crucial for delivering high-quality service, which directly impacts guest satisfaction.

Operational Efficiency:

Effective staffing ensures that all operations run smoothly, from front desk management to housekeeping and food service.

Cost Management:

Proper staffing helps manage labor costs by reducing overtime and minimizing the need for temporary hires.

Flexibility:

Staffing solutions provide the flexibility to scale the workforce up or down based on seasonal demands and special events.

Seasonal Fluctuations

The hospitality industry often experiences seasonal peaks and troughs. For example, resorts may need additional staff during the holiday season, while hotels in business districts might see higher demand during conferences. Balancing staffing levels to match these fluctuations can be challenging. This is one of the negative hospitality staffing solutions.

Skills Gap

Finding skilled and experienced staff can be difficult, especially in specialized roles such as chefs, event planners, and hotel managers. The skills gap can lead to understaffing or hiring underqualified personnel, which can negatively impact service quality.

Diversity and Inclusion

Creating a diverse and inclusive workforce is essential for modern hospitality businesses. However, achieving this can be challenging due to various socio-economic and cultural factors. Ensuring that staffing practices promote diversity and inclusion is crucial for a positive work environment and enhanced guest experience.

Understanding Hospitality Staffing Solutions

Hospitality staffing solutions encompass a range of services and strategies designed to recruit, train, and manage employees in the hospitality sector. This includes temporary and permanent staffing, outsourcing, and specialized training programs tailored to meet the unique needs of various hospitality businesses.

Challenges in Hospitality Staffing

The hospitality industry faces several challenges when it comes to staffing. Understanding these challenges is the first step in developing effective hospitality staffing solutions.

High Turnover Rates

One of the most significant challenges in hospitality staffing is the high turnover rate. The industry is known for its transient workforce, with many employees viewing their positions as temporary. This constant churn can lead to increased training costs and inconsistent service quality. Thus giving good facilities to the employees can be an effective way to retain the employees and can be a point for hospitality staffing solutions.

Best Practices for Hospitality Staffing Solutions

To overcome these challenges and ensure the success of your hospitality business, it's essential to implement effective staffing solutions. Here are some best practices to consider:

1. Partner with Specialized Staffing Agencies

Working with staffing agencies that specialize in the hospitality industry can provide access to a larger pool of qualified candidates. These agencies understand the unique needs of hospitality businesses and can match candidates with the right skills and experience to your specific requirements.

2. Implement Robust Training Programs

Investing in comprehensive training programs is vital for ensuring that your staff can deliver exceptional service.

Training should cover not only job-specific skills but also customer service, communication, and problem-solving skills. Ongoing training and development opportunities can also help retain staff by providing clear career progression paths.

3. Utilize Technology for Workforce Management

Modern technology can significantly enhance workforce management. Tools such as scheduling software, employee management systems, and performance tracking applications can streamline operations, reduce administrative burdens, and improve staff satisfaction. Additionally, using data analytics can help predict staffing needs based on historical trends and upcoming events.

4. Foster a Positive Work Environment

Hospitality staffing solutions include one effective solution such as a positive work environment which is the key to

retaining staff and ensuring high levels of productivity and job satisfaction. This includes promoting a culture of respect and inclusion, offering competitive wages and benefits, and recognizing and rewarding employee achievements. Providing opportunities for professional growth and creating a supportive and engaging workplace can also reduce turnover rates.

5. Leverage Temporary and Gig Workers

Temporary and gig workers can provide the flexibility needed to handle seasonal peaks and special events. Partnering with staffing agencies that specialize in temporary placements can help quickly fill short-term needs without compromising on quality. Additionally, leveraging gig economy platforms can provide access to a pool of workers ready to take on short-term assignments.



6. Focus on Diversity and Inclusion

Diversity and inclusion should be at the forefront of your staffing strategy. This not only enhances the workplace environment but also improves the guest experience by bringing different perspectives and ideas. Implementing policies that promote equal opportunities and creating a welcoming atmosphere for all employees can help attract and retain a diverse workforce.

7. Conduct Regular Staff Assessments

Regular performance assessments and feedback sessions can help identify areas for improvement and provide opportunities for professional development. Constructive feedback helps employees understand their strengths and weaknesses and provides a clear path for career growth. Additionally, recognizing and addressing any issues promptly can prevent small problems from escalating.

The Role of Outsourcing in Hospitality Staffing Solutions

Outsourcing certain roles and functions can be an effective strategy for managing staffing challenges. By outsourcing non-core functions such as housekeeping, maintenance, or food service, hospitality businesses can focus on their core competencies and ensure that these essential services are handled by experts.

Benefits of Outsourcing:

Cost Savings: Outsourcing can reduce labor costs and overheads associated with hiring and training permanent staff.

Access to Expertise: Specialized outsourcing providers have the expertise and resources to deliver high-quality services.

Scalability: Outsourcing allows businesses to quickly scale their workforce up or down based on demand.

Focus on Core Operations: By outsourcing non-core functions, businesses can concentrate on delivering exceptional guest experiences.

Conclusion:

Effective hospitality staffing solutions are crucial for the success of any hospitality business. The above solutions and challenges, such as high turnover rates, seasonal fluctuations, skills gaps, and the need for diversity and inclusion. These challenges and solutions give us an idea of how hospitality industries can create a robust and flexible workforce to deliver exceptional quality service. Training programs, making use of technology effectively, outsourcing best resources from specialized staffing agencies can help the hospitality industries to establish themselves and become successful.

Ultimately it is the quality of staff that can provide top-notch guest services.







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Global Events in HealthCare 2024

1. International Conference on Medical and Health Science (ICMHS)

The ICMHS conference is an international forum for presenting technological advances and research results in the fields of Medical and Health Sciences. This conference will bring together leading researchers, engineers, and scientists from around the world who are interested in these domains. The International Conference on Medical and Health Sciences aims to unite leading academic scientists, researchers, doctors, and research scholars to exchange and share their experiences and research findings on all aspects of Medical and Health Sciences. Additionally, it provides a premier interdisciplinary platform for researchers, practitioners, and educators to present and discuss the latest innovations, trends, and concerns, as well as practical challenges encountered and solutions adopted in the fields of Medical and Health Sciences.

Location: Bristol, UK

Date: 05th -06th July 2024

2. International conference on Medical Health Science, Pharmacology & Bio Technology(ICMPB)

The International Conference on Medical Health Science, Pharmacology & Biotechnology (ICMPB) is a prestigious event designed to provide a global platform for academicians, researchers, engineers, industrial participants, and budding students to share their research findings with international experts. ICMPB 2024 aims to facilitate the exchange of ideas and experiences among participants from around the world, promoting the establishment of research or business relationships and fostering international collaborations for future career advancements. The conference is sponsored by the International Society for Scientific Research and Development (ISSRD) and will feature numerous invited lectures from renowned speakers nationwide. In recognition of outstanding contributions, the best paper awards will be given to the most significant papers presented at the conference.

Location: Pimpri, India

Date: 05th July 2024

3. International Conference on Medical, Pharmaceutical and Health Sciences(ICMPH).

The idea of the conference is for the scientists, scholars, engineers and students from the Universities all around the world and the industry to present ongoing research activities, and hence to foster research relations between the Universities and the industry. This conference provides opportunities for the delegates to exchange new ideas and application experiences face to face, to establish business or research relations and to find global partners for future collaboration. This Conference is Organized by International Society for Engineering Research and Development (ISERD). The conference would offer a large number of invited lectures from renowned speakers all over the country. The Best paper awards will be given for the papers judged to make the most significant contribution to the conference.

Location: Bangkok, Thailand

Date: 06th July-07th July 2024

4. International Conference on Recent Advances in Medical, Medicine and Health Sciences

ICRAMMHS is to bring together innovative academics and industrial experts in the field of Business Management and Social Innovation to a common forum. All the registered papers will be published by the World Research Library and will be submitted for review for indexing by Google Scholar etc. This Conference is sponsored by many International institutes. The conference would offer a large number of invited lectures from renowned speakers all over the country. The Best paper awards will be given for the papers judged to make the most significant contribution to the conference. It is anticipated that a broad range of research and applied topics will be covered during the conference.

Location: Chennai, Tamil Nadu

Date: 06th July, 2024

5. International Conferences on Advances in Nursing Science, Medical and Health Care

The idea of the conference is for the scientists, scholars, engineers and students from the Universities all around the world and the industry to present ongoing research activities, and hence to foster research relations between the Universities and the industry. This conference provides opportunities for the delegates to exchange new ideas and application experiences face to face, to establish business or research relations and to find global partners for future collaboration. This Conference is Organized by The Institute of Research Engineers and Scientists (The IRES). The conference would offer a large number of invited lectures from renowned speakers all over the country. Earlier The IRES had conferences held at London (UK), Singapore, Kuala Lumpur, Penang, Jakarta, Bali, Batam, Bangkok, Pattaya, Phuket, Manila, Hong Kong, China, Johannesburg (South Africa), Phnom Penh (Cambodia), Abu Dhabi and Dubai.

Location: Istanbul, Turkey

Date: 06th July, 2024

The Ultimate Guide to FACILITY MANAGEMENT:

Enhancing Efficiency and Productivity

Any organization needs to ensure an effective facility management so that the physical environment supports the business's operations and goals. It requires a unique set of duties that are unmatched in many ways. The tasks are often managed by the facility managers with the aid of comprehensive facility management software, but the role is still a complex and multi-faceted one requiring a highly competent professional to manage the many aspects of running a facility. It is more than mere maintenance; it encompasses a strategic approach to managing buildings, infrastructure, and services to ensure an ideal working environment. The below is a comprehensive guide that will delve us into the key components of facility management, its benefits, and best practices to maximize efficiency and productivity.

Definition

Facility management (FM) involves the coordination of physical workplace elements with the people and processes of an organization. It ensures that buildings and their systems operate efficiently, safely, and in compliance with regulations. FM covers a broad range of activities, including:

- **Maintenance and Repairs:** Regular upkeep of the building's infrastructure, including HVAC systems, electrical, plumbing, and structural elements.
- **Space Management:** Optimal utilization of space to meet organizational needs and accommodate future growth.
- **Safety and Security:** Implementation of safety protocols, emergency preparedness, and security measures to protect occupants and assets.
- **Environmental Sustainability:** Initiatives to reduce the environmental impact of operations, such as energy management and waste reduction.
- **Vendor Management:** Coordination with external service providers for cleaning, landscaping, catering, and other outsourced services.



Key Components

- **Preventive Maintenance:** Regular inspections and maintenance schedules prevent breakdowns and extend the lifespan of building systems. This proactive approach minimizes downtime and costly emergency repairs.
- **Energy Management:** Implementing energy-efficient practices and technologies reduces operational costs and environmental impact. This includes optimizing heating, cooling, and lighting systems, and investing in renewable energy sources.
- **Space Optimization:** Effective space management ensures that every square foot is utilized efficiently. This can involve reconfiguring office layouts, implementing hot-desking, or adopting flexible workspaces to accommodate changing needs.
- **Health and Safety Compliance:** Adhering to health and safety regulations protects employees and visitors. This includes fire safety measures, ergonomic workstations, and maintaining indoor air quality.
- **Sustainability Initiatives:** Sustainable FM practices can include waste reduction, water conservation, and the use of eco-friendly materials. Green building certifications, such as LEED, can also be pursued to demonstrate commitment to sustainability.
- **Technology Integration:** The use of Facility Management Software (FMS) and Building Management Systems (BMS) enhances operational efficiency. These technologies provide real-time data on building performance, automate maintenance tasks, and improve resource allocation.

Benefits

- **Cost Savings:** Efficient FM reduces operational costs through energy savings, preventive maintenance, and optimal use of resources. This allows organizations to allocate funds to other strategic areas.
- **Enhanced Productivity:** A well-maintained and organized physical environment boosts employee morale and productivity. Comfortable and safe workplaces reduce absenteeism and improve overall job satisfaction.
- **Regulatory Compliance:** Adhering to regulations and standards ensures that the organization avoids legal penalties and maintains a good reputation. Regular audits and inspections help in identifying and addressing compliance issues promptly.
- **Sustainability and Corporate Responsibility:** Implementing sustainable practices enhances the organization's reputation and demonstrates a commitment to environmental stewardship. This can attract environmentally conscious clients and employees.
- **Risk Mitigation:** Proactive FM identifies potential risks and implements measures to mitigate them. This includes disaster preparedness plans, security protocols, and regular safety drills.



Best Practices

- **Strategic Planning:** Develop a comprehensive management plan aligned with organizational goals. This plan should outline maintenance schedules, energy management strategies, and space utilization plans.
- **Data-Driven Decision Making:** Utilize data and analytics to make informed decisions. FM software provides insights into building performance, helping to identify areas for improvement and track progress.
- **Employee Engagement:** Involve employees in facility management initiatives. Gather feedback on workspace needs and preferences, and encourage participation in sustainability programs.
- **Continuous Improvement:** Regularly review and update FM practices to adapt to changing needs and technologies. Stay informed about industry trends and best practices.
- **Vendor Collaboration:** Build strong relationships with service providers. Clear communication and collaboration with vendors ensure high-quality services and timely responses to issues.

Conclusion

Facility Management is a critical function that directly impacts an organization's efficiency, productivity, and overall success. Effective strategies and proactive approach helps to improve the FM, businesses can create a safe, comfortable, and sustainable environment for their employees and operations. Accepting suggestions of a facility manager and their implementation into project design can influence the effective services management of facility management in the phase of building use and consequently also to the lifetime of a building. These practices not only reduce operational costs but also reduce operational costs but also improves employee well-being and supports long-term organizational goals. By embracing these effective principles we can foster a productive and thriving work environment.





Dom, Solon High
Thursday 9:48 PM

*Took
out the
trash.*

**Let's
be real.**

It might seem like you're missing out. In reality, only 19% of high school students in Cuyahoga County currently drink alcohol. Which means 81% don't.

NEWS OF THE WEEK

Alcohol Consumption and Lifespan Reduction

Data Collection:

- Research conducted by Dr. Tim Stockwell at the Canadian Institute for Substance Use Research.
- Analysis reveals the impact of daily alcohol consumption on lifespan.

Development:

- Findings published in collaboration with Daily Mail.
- Study examines both moderate and heavy drinking patterns.

Key Features:

- One alcoholic beverage per day can shorten lifespan by approximately two-and-a-half months.
- Heavy drinking (35 beverages a week) can reduce lifespan by up to two years.
- Alcohol consumption linked to increased risk of cancer, heart disease, high blood pressure, stroke, and liver disease.

Performance:

- Research shows no amount of alcohol is considered safe.
- Supported by data from the Centers for Disease Control and Prevention (CDC).
- CDC reports over 20,000 alcohol-related cancer deaths annually in the US.

Significance:

- Contradicts popular belief that moderate alcohol consumption is beneficial for health.
- Highlights the dangers associated with even minimal alcohol intake.
- Prompts reevaluation of alcohol consumption guidelines and health policies.

Conclusion:

- Dr. Stockwell's research underscores the significant health risks of alcohol consumption.
- Calls for increased public awareness and policy changes, such as health warnings on alcohol bottles.
- Encourages individuals to reconsider their drinking habits in light of these findings.



This 'Silent Eating Disorder' Isn't About Weight, Body Image



Data Collection:

- Analysis of videos posted by an 8-year-old girl named Hannah from Los Angeles, documenting her experiences with different foods.
- Observations of the impacts of avoidant restrictive food intake disorder (ARFID) on various age groups.

Development:

- ARFID, also known as “the silent eating disorder,” officially added to the DSM-5 in 2013 as a recognized food or eating disorder.
- Condition affects 0.5% to 5% of the general population, including both children and adults.

Key Features:

- Unlike other eating disorders, ARFID is not driven by negative body image or a desire to lose weight.

- Patients exhibit fear or anxiety about consuming food, leading to limited food intake.
- Associated with social isolation and long-term health issues such as weight loss, stalled growth, and nutritional deficiencies.

Performance:

- Studies link ARFID to conditions like general anxiety, depression, autism, and ADHD.
- Often triggered by traumatic food-related experiences.
- Symptoms include fear of food textures, smells, choking, vomiting, or allergies.

Significance:

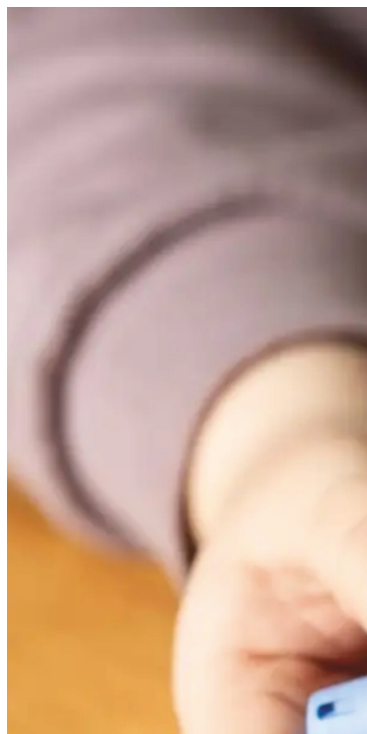
- Highlights the importance of recognizing ARFID as a serious condition distinct from picky eating.

- Shows the need for early intervention and targeted therapies to address the disorder.
- Emphasizes the role of social media in providing support and reducing isolation for sufferers.

Conclusion:

- Cognitive behavioral therapy and guided exposure are effective treatments for ARFID.
- Hannah’s progress in expanding her list of “safe” foods demonstrates the potential for improvement with appropriate intervention.
- Increased awareness and understanding of ARFID can lead to better support systems and treatment options for those affected.

Diabetes Drugs Like Ozempic Lower Cancer Risks: Study



Data Collection:

- Study published in the journal JAMA.
- Data compared patients with Type 2 diabetes treated with insulin versus those given GLP-1 agonists, including Ozempic, from 2005 to 2018.

Development:

- Researchers analyzed the incidence of obesity-related cancers in patients treated with GLP-1 agonists versus those treated with insulin.
- Study focused on a range of cancers associated with obesity.

Key Features:

- GLP-1 agonists, such as Ozempic, linked to a significantly lower risk of developing 10 out of 13 studied cancers.
- Reduced risk observed in cancers including kidney, pancreatic, esophageal, ovarian, liver, and colorectal cancer.

- No significant change in risk for thyroid cancer and breast cancer in postmenopausal women.

Performance:

- Study shows GLP-1 agonists may reduce cancer risks, providing a promising link between diabetes treatment and cancer prevention.
- Highlights the potential protective benefits of GLP-1RAs against certain cancers.

Significance:

- Obesity is known to be associated with at least 13 cancer types.
- Research supports the potential of GLP-1 agonists in breaking the link between obesity and cancer.
- Findings could influence medical practices, encouraging the use of GLP-1 treatments over insulin for diabetes patients.

Conclusion:

- GLP-1 agonists like Ozempic demonstrate significant promise in reducing cancer risks associated with obesity.
- This study may lead to increased prescription of GLP-1 treatments for diabetes management.
- The protective benefits against certain cancers could revolutionize treatment strategies for patients with Type 2 diabetes, emphasizing the dual benefits of weight loss and cancer risk reduction.





Researchers Uncover an Intriguing New Indicator of Cognitive Decline and Dementia in Older People

Performance:

- Young participants had a higher success rate in navigating the maze.
- Statistical analyses revealed that qualitative changes in exploration behavior contributed to these differences.
- Artificial intelligence successfully predicted participant age group based on exploration behavior.

Significance:

- Reduced exploration in middle-aged individuals may be due to age-related changes in brain areas such as the medial temporal and parietal lobes.
- Findings suggest that changes in exploration behavior could be an early indicator of cognitive decline.
- Potential applications in early diagnosis and intervention for cognitive decline and dementia.

Conclusion:

- Training interventions focusing on improving exploration behaviors could help middle-aged adults enhance their navigation skills and preserve cognitive abilities.
- Ongoing research aims to determine if altered exploration behaviors can serve as clinical markers for early cognitive decline and Alzheimer's disease.
- This study opens new avenues for the diagnosis and therapy of cognitive decline, emphasizing the importance of maintaining exploratory behaviors in aging populations.

Data Collection:

- Study involved 87 middle-aged (average 50 years old) and 50 young (average 19 years old) participants.
- Participants were tested using a virtual reality maze learning task.
- None had a history of neurologic disease, dementia, or psychiatric illness.

Development:

- Conducted by researchers from the University of California at Irvine.
- First comprehensive study to link changes in exploration behavior with cognitive decline.
- Utilized a virtual maze with distinctive objects as landmarks for navigation tasks.

Key Features:

- Middle-aged individuals showed less efficient exploration behavior compared to younger participants.
- Middle-aged participants prioritized learning specific important locations rather than the overall maze layout.
- Notable differences in navigation were observed: middle-aged participants traveled less, paused longer at decision points, and visited more objects.

**IKR
10
YEARS**

*THE LIGHTEST,
NOW THE FASTEST.*



IKR 6



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Comprehensive Guide to Aged Care: Understanding and Choosing the Best Options



Old Age is a phase that every being has to go through. Aged care is one of the best solutions for many families and individuals as loved ones become old and require specialized support and services. Choosing the right aged care is significantly important and can impact the quality of life. The aged care service providers look after vulnerable people in our society, and clients like us depend on them so that they can take good care of our older ones.

Here are some important tips while choosing the aged care service providers.

Concept

Aged care encompasses a range of services designed to support older individuals who may need assistance with daily activities or medical care. These services are tailored to meet the specific needs of seniors and can include:

- **Residential Aged Care:** Also known as nursing homes or residential care facilities, these provide accommodation and 24-hour support from trained staff. They cater to individuals who require ongoing assistance with daily activities or have complex medical needs.
- **Home Care Packages:** These allow seniors to remain in their homes while receiving personalized care and support services. Home care packages can include assistance with personal care, household tasks, and even nursing care, depending on the level of support required.

- **Respite Care:** Offers short-term care for seniors, providing temporary relief for caregivers. It can be a valuable option for families who need assistance during times of travel, illness, or simply to recharge.
- **Transition Care:** Provides short-term care and support after a hospital stay, helping seniors recover and regain independence before returning home.

Key Considerations

Choosing the right aged care option involves careful consideration of various factors to ensure the best possible outcomes for the individual:

- **Assessment of Needs:** Conduct a thorough assessment of the individual's physical, medical, and emotional needs. This can be done through consultations with healthcare professionals.
- **Location and Accessibility:** Consider the proximity of aged care facilities or home care services to family members, medical services, and amenities that enhance quality of life.
- **Quality of Care:** Research the reputation and accreditation of aged care providers. Look for facilities or services that adhere to national standards and prioritize the well-being and safety of residents.
- **Cost and Financial Planning:** Understand the costs associated with aged care services, including fees for accommodation, care services, and any additional charges. Explore financial support options such as government subsidies or pensions.

Benefits

Investing in aged care services can provide numerous benefits for seniors and their families:

- **Professional Support:** Access to trained healthcare professionals who can manage medical needs and provide personalized care.
- **Social Engagement:** Opportunities for social interaction and participation in recreational activities, which can enhance emotional well-being and reduce isolation.
- **Safety and Security:** Home care facilities are designed with safety features and emergency response systems to ensure the well-being of residents.
- **Peace of Mind:** Knowing that your loved one is receiving quality care and support can alleviate stress and allow families to focus on their own well-being.

Trends

The landscape of aged care is continuously evolving to meet the changing needs and expectations of seniors:

- **Technology Integration:** Increasing use of technology such as telehealth, remote monitoring devices, and digital communication platforms to enhance care delivery and connectivity.
- **Person-Centered Care:** Emphasis on individual preferences and choices in care planning, promoting dignity and autonomy for seniors.
- **Sustainability Initiatives:** Implementation of eco-friendly practices and sustainable design principles in aged care facilities to minimize environmental impact.

Conclusion:

All the above factors should be taken under consideration while choosing an aged care center. In today's world it is difficult to navigate the options and considerations involved in such care facility services and can be complex, but with proper research and planning, you can maintain the proper health of your loved ones.

Consultation from doctors / healthcare professionals is also important. As these professionals can give a proper guidance and tell the concerned people the right home care services, as they can provide peace of mind and can contribute to a fulfilling and dignified aging journey.





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